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                  THE WITNESS: Because I had
2
           not read this agreement thoroughly
3
           at the time to have realized that
 4
           probably we should never have done
 5
           it, but I did.
 6
    BY MR.
           YOHAI:
.7
                 You -- you agree that
8
    corporate officers such as yourself
9
    should try to act in accordance with the
10
    bylaws for a corporation. Right?
11
                  MR. LYONS: Objection.
12
                  MR. YOHAI: Yes?
13
                  THE WITNESS: I suppose one
           should follow the bylaws of the
14
15
           corporation.
16
                  MR. YOHAI: Okay.
17
    BY MR. YOHAI:
18
                  And looking at section 7 of
19
    the bylaws -- I'm sorry -- yes, section 7
20
    of article 1 of the bylaws, voting of
21
    shares --
22
                  MR. LYONS: Page 1.
                  THE WITNESS: Oh, page 1?
23
24
           Section 7 -- okay.
```

# Exhibit B

## **FORM 10-K**

Securities and Exchange Commission Washington, D.C. 20549

[X]ANNUAL REPORT PURSUANT TO SECTION 13 OR 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934 FOR THE FISCAL YEAR ENDED SEPTEMBER 30, 2003

OR

TRANSITION REPORT PURSUANT TO SECTION 13 OR 15(d) OF THE **SECURITIES EXCHANGE ACT OF 1934** 

For the transition period from \_\_\_\_\_\_ to \_

Commission File Number: 0-25454

## Washington Federal, Inc.

(Exact name of registrant as specified in its charter)

Washington	91-1661606		
(State or other jurisdiction of incorporation or organization)	(I.R.S. Employer Identification No.)		
425 Pike Street. Seattle, Washington	98101		
(Address of principal executive offices)	(Zip Code)		

Registrant's telephone number, including area code: (206) 624-7930

Securities registered pursuant to Section 12(b) of the Act:

Title of each class

Name of each exchange on which registered

NA

NA

Securities registered pursuant to section 12(g) of the Act:

Common Stock, \$1.00 par value per share

(Title of Class)

Indicate by check mark whether the registrant (1) has filed all reports required by Section 13 or 15(d) of the Securities Exchange Act of 1934 during the preceding 12 months and (2) has been subject to such filing requirements for the past 90 days. Yes [X] No [ ]

Indicate by check mark if disclosure of delinquent filers pursuant to Item 405 of Regulation S-K is not contained herein, and will not be contained, to the best of registrant's knowledge, in definitive proxy or information statements incorporated by reference in Part III of this Form 10-K or any amendment to this Form 10-K.

Indicate by check mark whether the registrant is an accelerated filer (as defined in Rule 12b-2 of the Act). Yes [X] No [ ]

As of November 28, 2003, the aggregate market value of the 69,993,599 shares of Common Stock of the Registrant issued and outstanding on such date, which excludes 1.220.515 shares held by all directors and executive officers of the Registrant as a group, was \$2,008,116,355. This figure is based on the closing sale price of \$28.69 per share of the Registrant's Common Stock on November 28, 2003, as reported in The Wall Street Journal on December 1, 2003.

Number of shares of Common Stock outstanding as of November 28, 2003: 71,214,114

#### DOCUMENTS INCORPORATED BY REFERENCE

List hereunder the following documents incorporated by reference and the Part of Form 10-K into which the document is incorporated:

- (1) Portions of the Registrant's Annual Report to Stockholders for the fiscal year ended September 30, 2003, are incorporated into Part II, Items 5-8 of this Form 10-K.
- (2) Portions of the Registrant's definitive proxy statement for its 2003 Annual Meeting of Stockholders are incorporated into Part III, Items 10-13 of this Form 10-K.

1

#### PART II

#### Item 5. Market for Registrant's Common Equity and Related Stockholder Matters

The information required herein is incorporated by reference from page 27 of the Company's Annual Report to Stockholders for Fiscal 2003 (Annual Report), which is included herein as Exhibit 13.

#### Item 6. Selected Financial Data

The information required herein is incorporated by reference from page 7 of the Annual Report.

#### Item 7. Management's Discussion and Analysis of Financial Condition and Results of Operations

The information required herein is incorporated by reference on pages 4 through 6 of the Annual Report.

#### Item 7A. Market Risk Disclosures

The information required herein is incorporated by reference to Interest Rate Risk commencing on page 22 of this Form 10-K.

#### Item 8. Financial Statements and Supplementary Data

The financial statements and supplementary data required herein are incorporated by reference from pages 8 through 27 of the Annual Report.

### Item 9. Changes in and Disagreements with Accountants on Accounting and Financial Disclosure

Not applicable.

#### Item 9A. Controls and Procedures

As of the end of the period covered by this report, the Company carried out an evaluation, under the supervision and with the participation of the Company's management, including the Company's President and Chief Executive Officer along with the Company's Senior Vice President and Chief Financial Officer, of the effectiveness of the design and operation of the Company's disclosure controls and procedures pursuant to Exchange Act Rule 13a-14. Based upon that evaluation, the Company's President and Chief Executive Officer along with the Company's Senior Vice President and Chief Financial Officer concluded that the Company's disclosure controls and procedures are effective in timely alerting them to material information relating to the Company (including its consolidated subsidiaries) required to be included in the Company's periodic SEC filings. There have been no significant changes in the Company's internal controls or in other factors which could materially affect, or are reasonably likely to materially affect, these controls subsequent to

the date the Company carried out its evaluation.

Disclosure controls and procedures are Company controls and other procedures that are designed to ensure that information required to be disclosed by the Company in the reports that it files or submits under the Exchange Act is recorded, processed, summarized and reported within the time periods specified in the SEC's rules and forms. Disclosure controls and procedures include, without limitation, controls and procedures designed to ensure that information required to be disclosed by the Company in the reports that it files under the Exchange Act is accumulated and communicated to the Company's management, including its President and Chief Executive Officer and Senior Vice President and Chief Financial Officer, as appropriate, to allow timely decisions regarding required disclosure.

#### PART III

#### Item 10. Directors and Executive Officers of the Registrant

The information required herein is incorporated by reference to pages 4 through 14 of the proxy statement dated December 15, 2003.

The Company has adopted a code of ethics that applies to all senior financial officers, including its chief executive officer and chief financial officer. The code of ethics is publicly available on the Company's website at www.washingtonfederal.com. If the Company makes any substantive amendments to the code of ethics or grants any waiver from a provision of the code, the Company will disclose the nature of such amendment or waiver on its website or in a report on Form 8-K.

#### Item 11. Executive Compensation

The information required herein is incorporated by reference to pages 12 through 14 of the proxy statement dated December 15, 2003.

## Item 12. Security Ownership of Certain Beneficial Owners and Management and Related Stockholder Matters

The information required herein is incorporated by reference to pages 2 through 3 and 5 through 8 of the proxy statement dated December 15, 2003.

#### Item 13. Certain Relationships and Related Transactions

The information required herein is incorporated by reference to page 16 of the proxy statement dated December 15, 2003.

#### Item 14. Principal Accountant Fees and Services

The information required herein is incorporated by reference to page 19 of the proxy statement dated December 15, 2003.

Exhibit C

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#### Schedule 14A Information

Proxy Statement Pursuant to Section 14(a) of the Securities Exchange Act of 1934

Filed b	by the Registrant [X]			
Filed b	by a Party other than the Registrant [ ]			
Check	the appropriate box:			
[ ] [X] [ ]	Preliminary Proxy Statement Confidential, for Use of the Commission Only (as permitted by Rule 14a-6(e)(2)) Definitive Proxy Statement Definitive Additional Materials Soliciting Material Pursuant to 240.14a-11(c) or 240.14a-12			
	Washington Federal, Inc.			
	(Name of Registrant as Specified In Its Charter)			
****	Name of Person(s) Filing Proxy Statement, if other than the Registrant)			
Payme	ent of Filing Fee (Check the appropriate box):			
[X]	No fee required			
[]	Fee computed on table below per Exchange Act Rules 14a-6(i)(4) and 0-11			
	(1) Title of each class of securities to which transaction applies:			
	(2) Aggregate number of securities to which transaction applies:			
	(3) Per unit price or other underlying value of transaction computed pursuant to Exchange Act Rule 0-11 (Set forth the amount on which the filing fee is calculated and state how it was determined):			
	(4) Proposed maximum aggregate value of transaction:			
	(5) Total fee paid:			
[ ]	Fee paid previously with preliminary materials			
	Check box if any part of the fee is offset as provided by Exchange Act Rule 0-11(a)(2) and identify the filing for which the offsetting fee was paid previously. Identify the previous filing by registration statement number, or the Form or Schedule and the date of its filing			
	(1) Amount Previously Paid:			

(2)	Form, Schedule or Registration Statement No.:	
(3)	Filing Party:	
(4)	Date Filed:	

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**425 PIKE STREET** SEATTLE, WASHINGTON 98101-2334 (206) 624-7930

December 15, 2003

Dear Stockholder:

You are invited to attend our Annual Meeting of Stockholders to be held on Wednesday, January 21, 2004 at 2:00 p.m. at the Seattle Sheraton Hotel, 1400 Sixth Avenue, Seattle, Washington.

We hope you can attend this meeting in person, but whether or not you plan to attend, it would be very helpful if you would sign the enclosed proxy card and return it in the envelope provided. Please do this immediately so that we can save your company the time and expense of contacting you again. Your vote is important regardless of the number of shares you own. Voting by proxy will not prevent you from voting in person if you attend the meeting, but will assure that your vote will be counted if you are unable to attend.

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If you have any questions, please do not hesitate to contact us.

Sincerely,

Roy M. Whitehead

Vice Chairman, President and

Chief Executive Officer

#### Certain Executive Officers Who are Not Directors

The following table sets forth information concerning the current executive officers of Washington Federal who are not directors and who are listed in the Summary Compensation Table under "Executive Compensation" below.

		Positions with Washington Federal and Principal	Common Stock Owned Directly or Indirectly as of October 1, 2003(1)(2)	
Name Age	Occupation During Past Five Years	No.	Percentage	
Brent J. Beardall	32	Senior Vice President and Chief Financial Officer since October 2003; Vice President Finance and Controller from October 2002 to October 2003; and Controller since February 2001. Former Audit Manager with Deloitte & Touche from September 1998 until January 2001.	1.052	0.00%
Edwin C. Hedlund	47	Executive Vice President since July 1999. Secretary since February 2001. Previously a founder, President and Director of Phoenix Savings Bank from April 1997 until July of 1999.	65,904(3)	0.09%
Jack B. Jacobson	53	Executive Vice President and Chief Lending Officer since October 2001; Senior Vice President from October 2000 to October 2001; and Vice President from November 1996 until October 2000.	45,758(3)	0.06%

<sup>(1)</sup> Pursuant to rules promulgated by the SEC under the Exchange Act. a person is considered to beneficially own shares of Common Stock if he or she has or shares: (i) voting power, which includes the power to vote or direct the voting of the shares; or (ii) investment power, which includes the power to dispose or direct the disposition of the shares.

<sup>(2)</sup> Based on information furnished by the respective officers. The percentage of outstanding shares of Common Stock is based upon the 71,173,478 shares of

# Exhibit D

1	UNITED STATES DISTRICT COURT
2	EASTERN DISTRICT OF PENNSYLVANIA
3	
4	NATIONAL HEALTHCARE SERVICES, : Civil Action : No. 02-CV-3600
5	Plaintiff, :
6	vs. :
7	PENN TREATY AMERICAN CORPORATION :
8	Defendants. :
9	
10	
11	Wednesday, October 29, 2003 Philadelphia, Pennsylvania
12	
13	
14	Oral videotaped deposition of THOMAS SADLER, ESQUIRE,
15	taken at the Law Offices of FOX ROTHSCHILD, LLP, 2000 Market
16	Street, beginning at approximately 12:07 p.m., on the above
17	date, before Margaret M. Reihl, RPR, CRR, CSR and
18	Commissioner of Deeds.
19	mare seems when
20	
21	
22	MARGARET M. REIHL
23	Certified Shorthand Reporter 80 Annapolis Drive
24	Sicklerville, New Jersey 08081 (856) 435-6638
25	

#### Thomas Sadler, Esquire

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- 1 A. Yes.
- 2 Q. I'm sorry, Sadler-2. Did I fairly describe
- 3 Sadler-2?
- 4 A. Yes. I'm sorry.
- 5 Q. And were you the author of Sadler-2?
- 6 A. Yes.
- 7 Q. And were you authorized by your client to
- 8 issue Sadler-2?
- 9 A. Yes.
- 10 Q. And did you, in fact, issue Sadler-2?
- 11 A. Yes.
- 12 Q. Do you make any reference in Sadler-2 to any
- 13 concern about best efforts?
- MS. SPECTOR: Objection as to form.
- 15 The document speaks for itself, but you can answer.
- 16 THE WITNESS: No.
- 17 BY MR. RIVERA-SOTO:
- 18 Q. Do you make any mention in Sadler-2 with
- 19 regard to any arbitration provision?
- 20 A. No.
- 21 Q. On what basis did you issue Sadler-2?
- 22 A. Client --
- 23 Q. Factual basis?
- 24 A. The client asked me to.
- 25 Q. Did you conduct an independent investigation

- 1 to determine whether the bases upon which Sadler-2 was
- 2 issued were, in fact, correct?
- 3 A. I had had personal conversations with
- 4 Mr. Michael Callahan in which he informed me that he
- 5 was involved in the operations and the running of
- 6 National Healthcare Services, Inc. and that I was to
- 7 deal with him and him alone.
- 8 O. And when did these conversations occur?
- 9 A. I believe in the very first part of October,
- 10 it might have even have been October 1st, I'm not
- 11 sure, but it was very early in October.
- 12 Q. When you say "conversations," are you
- 13 referring solely to oral conversations between you and
- Mr. Callahan or is your scope larger than that?
- 15 A. I'm sorry. I didn't get the last part of your
- 16 question.
- 0. Or is your scope, what you are throwing into
- the term conversation, larger than that?
- 19 A. There were telephone conversations and there
- 20 were e-mails.
- 21 Q. Did you at any time reduce to writing any of
- 22 those telephone conversations?
- MS. SPECTOR: Are you including in
- 24 reduced to writing a writing to someone else
- 25 summarizing?

- and that he was the one that was going to be resolving
- 2 this matter or attempting to resolve this matter.
- 3 BY MR. RIVERA-SOTO:
- 4 O. Now, let me take you back to Sadler-2.
- 5 Sadler-2 is your letter --
- 6 A. Yes.
- 7 O. -- of November 5, 2001?
- 8 A. Yes.
- 9 Q. I would like to ask you a few questions about
- 10 it.
- 11 A. Sure.
- 12 Q. The first sentence says, and I quote, "It has
- come to the attention of Penn Treaty that Michael
- 14 Callahan has purchased a significant share of National
- 15 Healthcare Services and has assumed management
- 16 functions."
- 17 Was that your statement?
- 18 A. Yes.
- 19 Q. On what did you base that statement?
- 20 A. Mr. Callahan's statements to me.
- 21 O. And, specifically, which statements from
- 22 Mr. Callahan did you base that on?
- 23 A. As far as the first part of that sentence is
- concerned, he told me he purchased half of Neal's
- interest. As far as the second half of that statement

- is concerned, he told me that he was the person that
- 2 would be resolving this matter, that he had authority,
- 3 that he would make the decisions. I was not to
- 4 contact Neal or Herb, that he was the person.
- 5 Q. And that was with regard to the dispute that
- 6 then existed between Penn Treaty on the one side and
- 7 National Healthcare Services on the other?
- 8 A. That was with regard to the entire
- 9 relationship between Penn Treaty and National
- 10 Healthcare Services.
- 11 Q. Do you remember when you were authorized by
- 12 Penn Treaty to send Sadler-2?
- MS. SPECTOR: Specific date?
- 14 MR. RIVERA-SOTO: Yeah, or as close to
- 15 it as you can get.
- 16 THE WITNESS: It was very close to
- November 5th, if it wasn't November 5th.
- 18 BY MR. RIVERA-SOTO:
- 19 Q. It was either a day or so before?
- 20 A. Or November 5th.
- 21 Q. Or that same day?
- 22 A. Yes.
- 23 Q. And you received that authorization from
- 24 Ms. Bagley?
- 25 A. Yes.

- consider addressing it to?
- 2 A. Michael Callahan.
- 3 Q. Why were you going to send it to Mr. Callahan?
- A. Because in my conversation with Michael
- 5 Callahan he instructed me that he was the person that
- I should deal with with regard to Penn Treaty.
- 7 Q. And why wasn't this letter sent to
- 8 Mr. Callahan?
- 9 A. It wasn't sent to Mr. Callahan because when I
- 10 looked at the Agreement, there was a provision in the
- 11 Agreement that required all notices to be sent to
- Mr. Schwartz and it was felt by me at the time that
- 13 the letter went out that if I didn't send it to
- Mr. Schwartz, as required by the Agreement, that it
- wouldn't be official notice under 8.6 of Sadler
- 16 Exhibit 1, so I sent it to Mr. Schwartz.
- 17 O. Now, the last paragraph of your letter states,
- in light of the material change in the management of
- 19 National Healthcare Services, Penn Treaty is left with
- 20 no choice but to immediately and without further
- 21 notice terminate the Agreement entered into between
- 22 National Healthcare Services and Penn Treaty Network
- 23 America Insurance Company dated October 21, 1999, and
- 24 the modification of the Agreement dated August 21,
- 25 2000.

- Can you, as best as you can recall, set forth
  the facts that constituted the change in management of
- 3 National Healthcare?
- 4 A. Mr. Callahan became the person who was running
- 5 things, to our understanding, for National Healthcare
- 6 Services and all communications were instructed to go
- 7 through him. We were informed that he would be the
- 8 one making decisions with regard to resolving issues
- 9 between National Healthcare Services and Penn Treaty
- and that to our understanding Mr. Callahan's intent
- 11 was to arbitrate or litigate with Penn Treaty.
- 12 Q. Other than the -- directing your attention to
- this time frame, October, November of 2001, other than
- the ongoing disputes with respect to its relationship
- 15 with Penn Treaty, do you know if National Healthcare
- 16 had any other business?
- 17 A. No, I do not. I didn't believe they did.
- 18 There was this Joint Venture Agreement, I didn't know
- if there was anything else. I didn't believe there
- 20 was anything else.
- 21 Q. Prior to sending this letter, why didn't you
- 22 call Mr. Forman or Mr. Schwartz and ask them if
- 23 Mr. Callahan was engaged in the management of National
- 24 Healthcare Services?
- MR. RIVERA-SOTO: Objection to the

- 1 form.
- 2 BY MS. SPECTOR:
- 3 Q. You can answer.
- 4 A. Because I was told by Mr. Callahan not to
- 5 contact them, that I was to contact him.
- 6 Q. Did Mr. -- other than Mr. -- strike that.
- 7 In your dealings with Mr. Callahan did you
- form any belief as to whether or not Mr. Callahan was
- 9 managing National Healthcare?
- 10 MR. RIVERA-SOTO: Objection to the
- 11 form.
- 12 THE WITNESS: Yes.
- 13 BY MS. SPECTOR:
- 14 Q. Was that belief based on anything other than
- 15 his statement in his E-mail to you that he was a
- 16 principal in the All Risk venture?
- MR. RIVERA-SOTO: Objection to the
- 18 form.
- 19 THE WITNESS: Yes.
- 20 BY MS. SPECTOR:
- 21 Q. What other facts?
- 22 A. His consistent communication with me, the fact
- 23 that after we had that initial conversation that, to
- 24 my understanding, there were no further communications
- 25 by either Mr. Forman or Mr. Schwartz with Penn Treaty,

- 1 that everything was coming through Mr. Callahan, that
- 2 each proposal and response to proposal was, in fact,
- 3 communicated by Mr. Callahan.
- 4 MS. SPECTOR: I have nothing further.
- 5 BY MR. RIVERA-SOTO:
- 6 Q. Who informed you that Mr. Callahan would be
- 7 the one making the decisions on behalf of National
- 8 Healthcare Services?
- 9 A. Mr. Callahan.
- 10 Q. And when did he do that?
- 11 A. In the first conversation we had.
- 12 Q. This is the telephone conversation?
- 13 A. Yes.
- 14 Q. Was that before or after October 1 of 2001?
- 15 A. I believe it was either -- I think it was the
- 16 next day.
- 17 Q. Now, you were told by Mr. Callahan that he was
- 18 the one making decisions?
- 19 A. Yes.
- 20 Q. Why didn't you send a copy of Sadler-2 to
- 21 Mr. Callahan?
- 22 MS. SPECTOR: 2 is the November 5th
- 23 letter.
- 24 THE WITNESS: Why didn't I send a copy?
- 25 BY MR. RIVERA-SOTO: